GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services – Industries&Commerce Department - Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 - Constitution of a Internal Committee under Section 4 (1) of the Act in Industries & CommerceDepartment-Orders-Issued.

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INDUSTRIES AND COMMERCE (OP) DEPARTMENT

G.O.RT.No. 153 Dated: 22-09-2025

Read the following:

1. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
2. G.O.Rt.No.94, Ind. & Com. (OP) Dept., dt.21.03.2018.
3. U.O.note N0.2438656/A1/SU.1/2024, GA(SU.I) Dept., dt.24.05.2024.
4. G.O.Rt.No.104, Ind. &Com.(OP)Dept., dt:31.05.2024.
5. D.O.Letter received from the Secretary to Govt., WCD&SC Dept.,D.O.Lr.No.WDC01/2082497/2024/Prog.II/A2, Dt:29.08.2025

ORDER:

In the reference 1st read above, the Ministry of Women and Child Development, Government of India, New Delhi while enclosing the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 has stated that it is mandatory to constitute "Internal Committee" (1C) as per Section 4(1) of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act,2013.

2 .In the reference 3rd read above, the General Administration (SU.I) Department, as per the orders of the Hon'ble Supreme Court of India, dated 12.05.2023, in Civil Appeal No.2482 of 2014, has requested to constitute the Internal Complaints Committees immediately under Section-4(l) of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and ensure that they function effectively and furnish annual reports as per Section-21(l) of the Act to the employer.

3. Basing on the above, an "Internal Complaints Committee" was constituted vide G.O. 4th read above in Industries & Commerce Department. But due to the transfers of certain officers of above said Internal Complaints Committee and in complying with the instructions in the reference 3rd and 5th read above, Government hereby re-constitute an "Internal Complaints Committees" under Section-4(l) of

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to receive complaints on sexual Harassment of Women in Industries & Commerce Department with the following members:

Sl.No	Name & Designation	Committee
1.	Smt. N.V. Veera Kumari, Deputy Secretary to Government, Industries &Commerce Department, A.P Secretariat .	Chairperson
2	Smt.S.Siva Naga Rajeswari, Assistant Secretary to Government, Industries &Commerce Department, A.P Secretariat.	Member-1
3	Smt. D. Dhana Lakshmi, Section Officer, Industries &Commerce Department, A.P Secretariat.	Member-2
4	Ms. S. Siva Bharathi, Assistant Section Officer, Industries &Commerce Department, A.P Secretariat.	Member-3

5. The Presiding Officer and the Member of the Internal Complaints Committee shall hold office for such a period, not exceeding three years from the date of their nomination or a new Committee is constituted by the employer, as may be required.

6. The Presiding Officer or any Member of the Internal Committee shall be removed from the Committee when:

a. contravenes the provisions of Section-16; or

b. has been convicted for an offense or an inquiry into an offense under any law for the time being in force is pending against her; or

c. has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against her; or

d. has so abused her position as to render her continuance in office prejudicial to the public interest.

7. The vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

8. The Internal Committee shall act as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

N YUVARAJ

SECRETARY TO GOVERNMENT

To
The Presiding Officer & Members of the Committee.
All the Staff of Ind. &Com.Dept.
Copy to:-
The W.C.D.A&S.C.(OP) Department.
The General Administration (SU.I) Department, A.P. Secretariat.
The P.S to Secretary to Government & CIP, Ind. & Com. Dept.
The PS to Special Chief Secretary to Govt.,(M&G), Ind. & Com. Dept.,
The PS to Prl.Secretary to Govt., (H&T), Ind. & Com. Dept.,
The PS to Prl.Secretary to Govt., (Sugar), Ind. & Com. Dept.,
All MLO's of Ind. &Com.Dept.
All Asst.Secy to Govt ,Ind. & Com. Dept.
All the Sections in Ind. & Com. Dept. SF/SCs.

//FORWARDED BY: ORDER//

SECTION OFFICER